GENERAL SERVICES ADMINISTRATION

Federal Supply Service

Authorized Federal Supply Schedule Price List

Prices Shown Herein are Net (discount deducted)

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!^{TM,} a menu-driven searchable database system. The INTERNET address for GSA Advantage!^{TM} is http://www.gsaadvantage.gov/

The Consolidated Schedule

Special Item Numbers:

IT:	C132-51, C132-51STLOC
FABS:	C521-1, 521-1RC, C520-13, C520-13RC, C520-2, C520-2RC, C520-5, C520-5RC
PES:	871-1, 871-1RC, 871-2, 871-2RC, 871-3, 871-3RC, 871-4, 871-4RC, 871-5, 871-5RC, 871-6, 871-6RC
MOBIS:	874-1, 874-1RC, 874-2, 874-2RC, 874-3, 874-3RC

Contract Number: GS-00F-0023M

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at http://www.fss.gsa.gov.

Contract Period: 12/5/01 – 12/4/16

ENGINEERING SERVICES NETWORK, INC.

2450 Crystal Drive, Suite 1015
Arlington, VA 22202
Telephone: (703) 412-3640
Fax: (703) 412-3642
Visit us online at http://www.esncc.com

Service-Disabled Veteran-Owned Small Business

(Data Current through Modification A238, effective 18 May 2012)

Table of Contents

SPECIAL NOTICE TO AGENCIES:

Small Business Participation

SBA strongly supports the participation of small business concerns in the Federal Supply Schedules Program. To enhance Small Business Participation SBA policy allows agencies to include in their procurement base and goals, the dollar value of orders expected to be placed against the Federal Supply Schedules, and to report accomplishments against these goals.

For orders exceeding the micropurchase threshold, FAR 8.404 requires agencies to consider the catalogs/price lists of at least three schedule contractors or consider reasonably available information by using the GSA Advantage!™ on-line shopping service (**www.fss.gsa.gov**). The catalogs/pricelists, GSA Advantage!™ and the Federal Supply Service Home Page (**www.fss.gsa.gov**) contain information on a broad array of products and services offered by small business concerns.

This information should be used as a tool to assist ordering activities in meeting or exceeding established small business goals. It should also be used as a tool to assist in including small, small disadvantaged, and women-owned small businesses among those considered when selecting pricelists for a best value determination.

For orders exceeding the micropurchase threshold, customers are to give preference to small business concerns when two or more items at the same delivered price will satisfy their requirement.

Customer Information

1a. **Special Item Numbers Awarded on this Schedule. The Services Hourly Rates listed on pages 34-37 apply to all Special Item Numbers.**

- C132 IT Facility Operation and Maintenance Services (Item description on page 9)
- C132 IT Systems Development Services (Item description on page 9)
- C132 IT Systems Analysis Services (Item description on page 9)
- C132 IT System Design and Integration Services (Item description on page 9)
- C132 Programming Services (Item description on page 10)
- C132 IT Data Conversion Services (Item description on page 10)
- C132 Telecommunications Network Management Services (Item description on page 10)
- C132 Automated News Services, Data Services, or Other Information Services (Item description on pages 10 and 11)
- C132 Other IT and Telecommunication Services (Item description on page 11)
  - ❖ IT Logistics Planning and Management
  - ❖ Project Management for Information
- C871 Engineering and Technical Services (Item description on pages 11-12)
  - ❖ Strategic Planning for Technology Programs/Activities
  - ❖ Concept Development and Requirements Analysis
  - ❖ System Design, Engineering and Integration
  - ❖ Test and Evaluation
  - ❖ Integrated Logistics Support
  - ❖ Acquisition and Life Cycle Management
- C520 Budgeting (Item description on page 12-13)
- C874 MOBIS Program Integration and Project Management (Item description on page 13)

1b. **Not applicable**

1c. **Labor Category Descriptions:**
Labor category descriptions start on page 14.

2. **Maximum Order:** $1,000,000

3. **Minimum Order:** $100

4. **Geographic coverage:**
48 contiguous states; Washington, DC; Alaska; Hawaii; Puerto Rico

5. **Point(s) of Production (City, County, and State or Foreign Country):**
Arlington, Virginia; Chesapeake, Virginia; North Charleston, South Carolina; San Diego, California; Middletown, RI; and various customer locations around the United States.

6. **Discount from list prices or statement of net price:**
None

7.   Quantity Discounts:
None

8.   Prompt Payment Terms:
None

9a.   Due to a minimum order of $5,000, government purchase cards are not applicable at or below the micropurchase threshold.

9b.   Government purchase cards are accepted above the micropurchase threshold.

10.   Foreign Items: Not applicable

11a.   Time of delivery:
To be negotiated with ordering agency per individual task orders.

11b.   Expedited Delivery:
To be negotiated with ordering agency per individual task orders.

11c.   Overnight and 2-day delivery:
Not applicable

11d.   Urgent Requirements:
To be negotiated with ordering agency per individual task orders.

12.   F.O.B. Point(s):
F.O.B. destination

13a.   Ordering Address:
Engineering Services Network, Inc.
2450 Crystal Drive, Suite 1015
Arlington, VA 22202

Contacts:
Michelle Smith, Director of Contracts
Phone: (703) 412-3157   Fax: (703) 412-3643
e-mail: esncontracts@esncc.com

Carrie Moore, Contracts Manager
Phone: (703) 412-2987   Fax: (703) 412-3643
e-mail: esncontracts@esncc.com

13b.   Ordering Procedures:
For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's), and a sample BPA can be found at the GSA/FSS Schedule homepage http://www.fss.gsa.gov.

14.   **Payment Address:**
Engineering Services Network, Inc.
2450 Crystal Drive, Suite 1015
Arlington, VA 22202

15.   **Warranty Provision:**
None

16.   **Export Packing Charges:**
Not applicable

17.   **Terms and Conditions of Government Purchase Card Acceptance:**
Not applicable

18.   **Terms and Conditions of Rental, Maintenance, and Repair:**
Not applicable

19.   **Terms and Conditions of Installation:**
Not applicable

20.   **Terms and Conditions of Repair Parts:**
Not applicable

20a.   **Terms and Conditions for Any Other Services:**
None

21.   **List of Service and Distribution Points:**
Not applicable

22.   **List of Participating Dealers:**
Not applicable

23.   **Preventive Maintenance:**
Not applicable

24.   **Environmental Attributes:**
Not applicable

25.   **Data Universal Number System (DUNS) Number:**
93-357-8825

26.   **Central Contractor Registration (CCR) Database:**
Engineering Services Network, Inc. is registered in the CCR database.

27.   **Net Billing:**
Not applicable

28.   **Purchase of Incidental, Non-Schedule Items:**
Not applicable

ESN Overview

Engineering Services Network, Inc (ESN) was incorporated in February 1995 to provide quality Systems Integration, Engineering, and Management Services to the Federal Government and commercial clients. ESN is a certified Small Disadvantaged Business and Service-Disabled Veteran-Owned Small Business, which has grown into a diversified organization providing quality service through technical innovation. ESN also employs proven methodologies and disciplines—including the ISO 9001:2000-registered Quality Management System—to ensure quality and consistent performance through our organization. At ESN, we work shoulder to shoulder with our customers—often on site as part of their team. This close partnership helps us to understand the customer's mission firsthand. It also means ESN never loses sight of the importance of our work and how it directly affects not only our customers, but the nation and the world.

Mr. Raymond F. Lopez, Jr., the founder and President of ESN, is a retired Naval Officer with over thirty years experience in management, operational, and technical disciplines. While Mr. Lopez has full responsibility for the overall management of the firm, he has assembled a diverse and highly skilled staff that provides technical and program management expertise in support of all daily operations and current projects. Sound fiscal controls and management procedures assure timely delivery of high quality, cost effective professional products and services. In our established corporate objectives, ESN places the highest importance on quality, integrity, responsiveness, sound financial control, and customer satisfaction.

ESN Corporate Headquarters is located at 2450 Crystal Drive, Suite 1015, Arlington, VA. The company has offices in Chesapeake, VA, Middletown, RI, North Charleston, SC, and San Diego, CA, which serve a wide variety of clients in diverse technology areas. ESN also has representatives co-located with selected customers, including selected shipyards and type commander staffs on both coasts.

ESN competencies/capabilities include the following:

Engineering
-Network Design afloat and ashore
-Information Warfare conceptual design
-Independent Validation and Verification (IV&V)
-Information System Design (RF engineering support,
 Internal/External/SATCOM support)
-Shipboard internal wireless communications systems design
-Electromagnetic Engineering Effects (E3) calculations for new topside emitters
-Analysis of initiatives to reduce workload through use of new technology
-Missile systems
-Gun systems
-Undersea Warfare systems (equipment and tactical employment)
-Command, Control, Communication, Computers, Intelligence, Surveillance,
  and Reconnaissance (C4ISR)
-Hull, Mechanical, and Electrical (HM&E)
-Aviation Systems interface knowledge

-Tactical and Strategic employment
-Systems Integration

Engineering Support
-Design Review and technical research
-Technical liaison
-Configuration Management and configuration verification
-On-site Aircraft Carrier overhaul technical support for installations/upgrades (warfare systems,
  C4ISR systems)
-Coordination of efforts for warfare, C4ISR and auxiliary systems removal, repair installation,
  testing, demonstration, operation maintenance and management
-Gold disk development
-Interface definition and verification

Test and Evaluation
-Engineering IV&V
-Deploying Group Integration Testing (DGIT)
-Deploying Group System Integration Testing (DGSIT)
-Amphibious Readiness Group Systems Integration Testing (ARGSIT)
-Deckplate level aircraft carrier presence
-Missile systems
-Gun systems
-Undersea Warfare systems equipment and tactical employment
-C4ISR
-HM&E
-Tactical and Strategic employment

Financial Management
-Planning, Programming, and Budget System (PPBS) support
-Program Objective Memorandum (POM) /Program Review (PR) development
-Budgeting
-Program Execution
-Reconciliation

IT Solutions
-Information technology (IT)
-Network management and design
-Database development
-Project Management
-Web design and development
-Infrastructure support
-Systems integration
-Information assurance
-Enterprise architecture

ESN Services

C132 IT Facility Operation and Maintenance Services

- Assess facility, system, and equipment requirements; prepare Base Electronic Systems Engineering Plans (BESEP)
- Inspect/validate facilities, systems, and equipment
- Analyze facilities, systems, and equipment maintenance requirements
- Provide operational and maintenance support of facilities, systems, and equipment
- Perform facilities, systems, and equipment cost estimation and budget analysis
- Coordinate facility relocation and systems and equipment removal/relocation
- Determine facility, system, and equipment specifications
- Provide facilities, systems, and equipment operational logical and non-logical configuration
- Manage facilities, systems, and equipment life cycle operational and maintenance costing programs

C132 IT Systems Development Services

- Assess systems development criteria based on requirements
- Analyze systems development design and provide recommendations
- Provide systems development for multi services and programs
- Integrate systems to develop complete solutions

C132 IT Systems Analysis Services

- Provide analysis of both Commercial off the Shelf (COTS) Programs and Government off the Shelf (GOTS) Programs
- Perform systems analysis for multiple hardware and software platforms

C132 IT System Design and Integration Services

- Analyze database and data warehousing/structure requirements
- Determine and evaluate database engine alternatives
- Design database systems/structures
- Provide information/technical engineering/reengineering support
- Design integration solution for single or multiple hardware platforms
- Provide broadband and baseband integration solution for multiple sites
- Integrate current COTS solutions with Legacy Program of Record systems
- Develop preliminary and/or detailed design specifications
- Design and demonstrate system prototype
- Provide configuration management
- Recommend internet/intranet interface

C132 Programming Services

- Provide software maintenance of dates, items, and time duration in computer based applications
- Modify six-digit coding in administrative information systems including planning/scheduling, human resources, and other application systems that use the convention of two-digit years, months, and days
- Analyze software to determine where problems may exist, e.g., two-digit year coding, six-digit date coding, and leap year calculations
- Perform installs, upgrade, and provide on-going maintenance of Sequel Server (SQL) applications
- Administer and implement Microsoft SQL 7.0 Server (i.e. create databases and indexes, store procedures, triggers, T-SQL scripting, backups, and replications)
- Design and create relational databases and run SQL queries

C132 IT Data Conversion Services

- Conduct implementation planning
- Provide configuration change management utilizing the ECP process
- Perform media format conversion
- Perform system rehosting
- Provide operations and maintenance support
- Perform hardware and software upgrade services to increase performance
- Implement upgrade cycle (refresh) for all hardware and software

C132 Telecommunications Network Management Services

- Perform network analysis and capacity planning
- Prepare network design
- Analyze network reliability, availability, and scalability
- Design network architecture for LANS/ WANS/ MANS/ CANS
- Provide telecommunications analysis
- Perform network engineering/management/administration
- Design and develop electronic commerce/internet/intranet interface
- Utilize existing commercial CRM and NMS applications to provide a "real-time" Network Management Solution
- Provide initial setup, training, and support for NMS

C132 Automated News Services, Data Services, or Other Information Services

- Manage, supervise, and direct active programs
- Develop required program plans
- Develop and deliver program deliverables
- Execute program plans for implementation
- Perform data modeling
- Determine data standardization
- Develop metrics for cost and operational risks
- Provide data management
- Perform data warehousing

- Perform database design and implementation
- Archival storage of images and data in an easy retrieval mode
- Create reference libraries for correlative studies and analyses

C132 Other IT and Telecommunication Services

IT Logistics Planning and Management

- Provide life-cycle logistics planning and implementation
- Provide maintenance, training, configuration, documentation, security, and implementation for projects
- Provide life-cycle management and support for refresh cycles
- Develop IT POA&M

Project Management for Information

- Develop program, project, and/or task management plans
- Define task requirement specifications
- Perform control and scheduling
- Prepare status reports and progress reports
- Participate in technical and management meetings
- Develop and administer quality management programs
- Develop and administer configuration management programs
- Determine level of effort on IT implementation, design, and support

C871 Engineering and Technical Services

Strategic Planning for Technology Programs/Activities

- Develop program goals and objectives
- Design and conduct special studies
- Conduct mission, program requirements, and special analyses
- Define management and technical responsibilities and program strategies
- Develop and perform performance assessments/evaluations
- Evaluate privatization and outsourcing opportunities

Concept Development and Requirements Analysis

- Perform requirement, cost/cost-performance trade-off, and feasibility analyses
- Evaluate alternative technical approaches and the associated costs
- Provide regulatory compliance support
- Evaluate privatization and outsourcing opportunities

System Design, Engineering and Integration

- Conduct computer-aided design (CAD)
- Provide and coordinate on-site design change guidance
- Support all phases of design, construction, modernization, and repair
- Perform quality troubleshooting and report support for installations

- Verify interfaces and interoperability functions on applicable drawings
- Evaluate integrated systems and equipment for optimal performance, reliability, and maintenance
- Maintain awareness of system/equipment evolution and the increased role of COTS
- Identify problem areas and provide recommended solutions and/or acceptable solutions
- Perform ship checks to verify configuration and utilize the information to create final products
- Evaluate privatization and outsourcing opportunities

Test and Evaluation

- Develop, review and/or evaluate test plans
- Conduct system safety analyses
- Provide validation and verification (V&V) testing
- Maintain, verify, and/or develop databases of testing information
- Verify accuracy of assembly drawings, schematic diagrams and board/section/component instructions
- Coordinate implementation and execution of mandated testing requirements
- Troubleshoot down to component level
- Coordinate intra/intership testing (integration and interoperability testing)
- Evaluate privatization and outsourcing opportunities

Integrated Logistics Support

- Establish and develop logistics planning
- Provide Integrated Logistics Support over the life-cycle
- Conduct ergonomic/human performance (Human Systems Integration (HIS)), logistics requirements, and feasibility analyses
- Develop, conduct, evaluate, and monitor reliability/maintainability
- Develop, conduct, and maintain training elements
- Advise on best commercial and international standards and practices
- Evaluate privatization and outsourcing opportunities

Acquisition and Life Cycle Management

- Provide acquisition and life cycle planning support
- Establish, develop, and maintain configuration management
- Provide life cycle project and program management
- Provide life cycle operation and maintenance
- Develop program documentation for technology transfer/insertion
- Evaluate privatization and outsourcing opportunities

C520 Budgeting

- Budget for technical and resource requirements in multiple appropriations
- Develop program objectives and program review issue papers
- Prepare budget exhibits

- Create program impact statements
- Plan for the execution of and execute budgeted funds
- Track and manage executed funds
- Assess and recommend improvements to the budget process
- Assess and recommend improvements to the budget execution process
- Identify and implement corrective actions to budgetary problems

C874 MOBIS Program Integration and Project Management

- Perform engineering assessments of current components, systems, and software and emerging technologies
- Develop growth plans and migration paths for systems evolution
- Provide design evaluations, interface requirements definition, design and development of information architectures, facilities upgrade studies, and systems integration services
- Develop documentation and management plans to support hardware and software deliveries
- Implement technical status reporting providing program coordination and schedule tracking

Labor Categories Descriptions

Program Manager II

Education and Minimum/General Experience: BS degree plus 15 years or more experience in program management which includes 5 years multi-project supervisory experience; Knowledge of program management procedures for contracts; Competent in program planning, budgets, and schedules

Functional Responsibility: Manages the direct program support; Responsible for cost and operational effectiveness; Responsible for enforcing work standards, assigning work schedules, and communicating company policies, procedures, and goals to subordinates

Program Manager I

Education and Minimum/General Experience: BS degree plus 13 years or more experience in program management which includes 3 years multi-project supervisory experience; Knowledge of program management procedures for contracts; Competent in program planning, budgets, and schedules

Functional Responsibility: Manages the direct program support; Responsible for cost and operational effectiveness; Responsible for enforcing work standards, assigning work schedules, and communicating company policies, procedures, and goals to subordinates

Project Manager

Education and Minimum/General Experience: BS degree plus 12 or more years experience in a related discipline which includes 3 years supervisory experience; Knowledge of principles and practices associated with the specific discipline

Functional Responsibility: Monitors all tasks and apprises Program Manager of problems and accomplishments; Anticipates problems and works to alleviate anticipated problems; Provides technical leadership and direction for the complete effort; Completes tasks within estimated time frames and budget; Works closely with customers; Assigns duties and schedules to subordinates

Sr. Principal Engineer

Education and Minimum/General Experience: BSEE or BS with 18 hours of applicable courses plus 12 years experience; Detailed knowledge in the specific discipline plus demonstrated working knowledge of other related disciplines; Ability to use a wide application of principles, theories, concepts, and techniques

Functional Responsibility: Provide imaginative, thorough, and practical solutions to a wide range of difficult problems; Plan, schedule, and coordinate all phases of projects; Work closely with customers

Principal Engineer

Education and Minimum/General Experience: BSEE or BS with 18 hours of applicable courses plus 10 years experience; Demonstrated knowledge in the specific discipline and the application of standard principles, theories, concepts, and techniques

Functional Responsibility: Provide solutions to a variety of complex problems by applying standard principles; Plan, schedule, and coordinate all phases of projects; Work closely with customer

Sr. Engineer

Education and Minimum/General Experience: BSEE or BS with 18 hours of applicable courses plus 8 years experience; Knowledge on how to develop solutions to problems and the application of standard principles, theories, concepts, and techniques

Functional Responsibility: Provide solutions to problems by applying standard principles; Schedule and execute projects

Engineer

Education and Minimum/General Experience: BSEE or BS with 18 hours of applicable courses plus 5 years experience; Ability to assist staff in developing solutions and the application of standard principles, theories, concepts, and techniques

Functional Responsibility: Assist staff in developing solutions to problems of limited scope

Associate Engineer

Education and Minimum/General Experience: BSEE or BS with 18 hours of applicable courses; Familiarity with standard principles, theories, concepts, and techniques

Functional Responsibility: Perform research and analysis on specified subject matter

Sr. Principal Information Engineer

Education and Minimum/General Experience: BA/BS and 12 years experience in information systems development functional and data requirements analysis, systems analysis and design, programming, program design, and documentation preparation

Functional Responsibility: Apply disciplines for the planning, analysis, design, and construction of information systems; Develop analytical and computational techniques and methodology for problem solutions; Perform strategic systems planning, business information planning, business, and analysis; Perform process and data modeling; Provide guidance in software engineering techniques and automated support tools

Principal Information Engineer

Education and Minimum/General Experience: BA/BS and 10 years experience in information systems development, functional and data requirements analysis, systems analysis and design, programming, program design, and documentation preparation

Functional Responsibility: Apply disciplines for the planning, analysis, design, and construction of information systems; Develop analytical and computational techniques and methodology for problem solutions; Perform strategic systems planning, business information planning, business, and analysis; Perform process and data modeling; Provide guidance in software engineering techniques and automated support tools

Sr. Information Engineer

Education and Minimum/General Experience: BA/BS and 8 years experience in information systems development, functional and data requirements analysis, systems analysis and design, programming, program design, and documentation preparation

Functional Responsibility: Apply disciplines to reengineer methodologies/- principles; Develop analytical and computational techniques and methodology for problem solutions; Perform strategic systems planning, business information planning, business, and analysis; Perform process and data modeling

Information Engineer

Education and Minimum/General Experience: BA/BS and 5 years experience in information systems development, functional and data requirements analysis, systems analysis and design, programming, program design, and documentation preparation

Functional Responsibility: Apply disciplines for the planning, analysis, design and construction of information systems; Perform strategic systems planning, information planning, business and analysis; Perform process and data modeling

Jr. Information Engineer

Education and Minimum/General Experience: BA/BS and 3 years experience in information systems development, functional and data requirements analysis, systems analysis and design, programming, program design, and documentation preparation

Functional Responsibility: Assist in the planning, analysis, design and construction of information systems; Assist in strategic systems planning, information planning, business and analysis; Perform process and data modeling

Sr. Communications Engineer

Education and Minimum/General Experience: BA/BS and 10 years experience in data communications of computer systems

Functional Responsibility: Plan, design, install, and maintain large telecommunications networks; Develop, operate, and maintain communications systems; Apply engineering principles and theory to propose designs and configuration alternatives; Evaluate existing communications systems to identify deficiencies and ways to improve performance; Analyze network performance, usage/data flow, access/interface, and protocols; Perform feasibility studies; Provide technical guidance to other personnel

Communications Engineer

Education and Minimum/General Experience: BA/BS and 6 years experience (3 years must be specialized)

Functional Responsibility: Plan, design, install, and maintain large telecommunications networks; Develop, operate, and maintain communications systems; Apply engineering principles and theory to propose designs and configuration alternatives; Evaluate existing communications systems to identify deficiencies and ways to improve performance; Analyze network performance, usage/data flow, access/interface, and protocols; Perform network analyses and feasibility studies

Jr. Communications Engineer

Education and Minimum/General Experience: BA/BS and 2 years experience (1 year must be specialized)

Functional Responsibility: Plan, design, install, and maintain large telecommunications networks; Develop, operate, and maintain communications systems; Apply engineering principles and theory to propose designs and configuration alternatives; Evaluate existing communications systems to identify deficiencies and ways to improve performance

Sr. Logistician

Education and Minimum/General Experience: BS and 7 years acquisition experience **OR** 12 years acquisition experience; Knowledge of support documentation development elements such as support equipment, technical orders, supply support, and computer resources support; Working knowledge of logistics policies and procedures and applicable military standards

Functional Responsibility: Provides support in the procurement and management processes of support equipment, technical orders, spares, and computer resources; Perform life cycle planning and implementation process development

Logistician

Education and Minimum/General Experience: BS and 4 years acquisition experience **OR** 9 years acquisition experience; Knowledge of support documentation development elements such as support equipment, technical orders, supply support, and computer resources support; Working knowledge of logistics policies and procedures and applicable military standards

Functional Responsibility: Provides support in the procurement and management processes of support equipment, technical orders, spares, and computer resources; Perform life cycle planning and implementation process development

Jr. Logistician

Education and Minimum/General Experience: BS or military supply support training and 2 years related experience **OR** 4 years supply/warehouse experience; Proficient with standard computer keyboard

Functional Responsibility: Perform clerical and data entry tasks in conjunction with receipt, tracking, usage and disposition of material and/or equipment; Maintain manual and/or computerized warehouse inventories; Locate/identify commercial supply resources

Configuration Management Specialist

Education and Minimum/General Experience: BA/BS and 5 years experience in engineering and/or system analysis (2 years must include configuration management)

Functional Responsibility: Responsible for product identification, change control, status accounting, operation of program support library, and development/monitoring of equipment/system acceptance plans; Evaluate and select configuration management tools and standards; Coordinate with users and systems development personnel; Verify completeness and accuracy of release libraries; Prepare configuration management plans/procedures; Monitors end-item acceptance plans

Communications Network Manager

Education and Minimum/General Experience: BA/BS and 6 years experience (3 years must be specialized); General experience in communications networks

Functional Responsibility: Schedule conversions and cutovers; Oversee network control center; Supervise maintenance of systems; Coordinate with users and sites

Sr. Computer Network Specialist

Education and Minimum/General Experience: 8 years experience in computer network operations, equipment/network maintenance, configuration upgrading or workstation operation

Functional Responsibility: Responsible for information systems and network operations, network management, and ADP support functions

Computer Network Specialist

Education and Minimum/General Experience: 2 years experience in computer network operations, equipment/network maintenance, configuration upgrading or workstation operation

Functional Responsibility: Responsible for information systems and network operations, network management, and ADP support functions

LAN Support Technician III

Education and Minimum/General Experience: AS and 5 years experience; Certifications: MCP (NT workstation/Windows 2000) or A+

Functional Responsibility: Supports, monitors, tests and troubleshoots hardware and software problems pertaining to LAN; Maintains computer system hardware and peripherals

LAN Support Technician II

Education and Minimum/General Experience: AS and 3 years experience; Certifications: Must be working towards MCP (NT workstation/Windows 2000) or A+

Functional Responsibility: Supports, monitors, tests and troubleshoots hardware and software problems pertaining to LAN; Maintains computer system hardware and peripherals

LAN Support Technician I

Education and Minimum/General Experience: AS and 1 year experience

Functional Responsibility: Supports, monitors, tests and troubleshoots hardware and software problems pertaining to LAN; Maintains computer system hardware and peripherals

Sr. Computer Programmer

Education and Minimum/General Experience: BA/BS and 8 years experience

Functional Responsibility: Designs, develops, and writes program documentation for IS/ADP systems; Provides technical guidance to lower level programmers

Computer Programmer

Education and Minimum/General Experience: BA/BS and 3 years experience

Functional Responsibility: Perform application of standard design, programming, and documentation procedures for IS/ADP systems; Participate in software development including the programming, testing, documentation, and acceptance

Jr. Computer Programmer

Education and Minimum/General Experience: BA/BS and 1 year experience

Functional Responsibility: Perform application of standard design, programming, and documentation for IS/ADP systems; Participate in software development including testing and acceptance

Principal Analyst

Education and Minimum/General Experience: BS degree plus 10 years experience in a related discipline **OR** a minimum of 14 years combination of college level education and experience; Knowledge of principles and practices associated with specific discipline; Ability to develop innovative solutions to complex problems

Functional Responsibility: Provide subject matter expertise; Develop highly innovative solutions to complex problems; Plan, schedule, and coordinate all phases of projects; Work closely with customers

Sr. Program Analyst

Education and Minimum/General Experience: BS degree **OR** a minimum of 12 years combination of college level education and experience; Advanced knowledge of specific discipline; Ability to develop solutions to complex problems

Functional Responsibility: Initiate studies and determine techniques or methods to accomplish objective; Develop recommendations and reports: Schedule and execute projects

Program Analyst

Education and Minimum/General Experience: BS degree **OR** minimum of 8 years combination of college level education and experience; Broad knowledge of specific discipline; Ability to provide input to develop solutions to complex problems

Functional Responsibility: Generate, manipulate, and analyze programmatic data

Jr. Program Analyst

Education and Minimum/General Experience: BS degree **OR** minimum of 4 years combination of college level education and experience; Basic knowledge of specific disciplines

Functional Responsibility: Assemble, collate, format, review, and maintain programmatic data

Sr. Systems Analyst

Education and Minimum/General Experience: BS degree **OR** minimum of 12 years combination of college level education and experience; Demonstrated knowledge of design and development of systems and system design analysis, test and evaluation

Functional Responsibility: Analyze detailed system factors and alternative methods of problem resolution on complex projects to determine feasibility; Provide technical guidance in planning, scheduling and executing projects

Systems Analyst

Education and Minimum/General Experience: BS degree **OR** minimum of 8 years combination of college level education and experience; Experience in the analysis or design of systems and development of technical solutions

Functional Responsibility: Analyze detailed system factors and alternative methods of problem resolution on less complex projects to determine feasibility

Jr. Systems Analyst

Education and Minimum/General Experience: BS degree **OR** minimum of 4 years combination of college level education and experience; Familiar with systems design principles, theories, concepts, and techniques

Functional Responsibility: Analyze systems factors and provide input on feasibility

Sr. Training Specialist/Instructor

Education and Minimum/General Experience: BA/BS and 6 years experience in IS development, training, or related field

Functional Responsibility: Conduct research to develop and revise training courses and catalogs; Prepare instructor material including course outline, background material, and training aids; Prepare student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms. Conduct formal classroom courses, workshops, and seminars; Provide supervision and direction to staff

Training Specialist/Instructor

Education and Minimum/General Experience: BA/BS and 4 years experience in IS development, training, or related field

Functional Responsibility: Conduct research to develop and revise training courses and catalogs; Prepare instructor material including course outline, background material, and training aids; Prepare student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms; Conduct formal classroom courses, workshops, and seminars

Sr. CAD Specialist

Education and Minimum/General Experience: CAD training and 4 years related experience

Functional Responsibility: Prepares layouts, detailed drawings, and designs according to engineering specifications, using a computer; Reviews engineering drawings and supporting documents to verify adherence to standard practices

CAD Specialist

Education and Minimum/General Experience: CAD training and 2 years related experience

Functional Responsibility: Prepares layouts, detailed drawings, and designs according to engineering specifications, using a computer; Reviews engineering drawings and supporting documents to verify adherence to standard practices

Jr. CAD Specialist

Education and Minimum/General Experience: CAD training and 6-12 months related experience

Functional Responsibility: Prepares layouts, drawings, and designs according to engineering specifications, using a computer

Graphics Specialist

Education and Minimum/General Experience: 3 years experience (1 year must be specialized) developing graphics/artistic presentations; Experience using commercial word processing systems

Functional Responsibility: Support development of deliverables and reports; Develop and update graphics presentations while improving quality and usability of documents; Integrate graphics into documents

Sr. Technician

Education and Minimum/General Experience: Minimum of 12 years combination of education and experience; Hands on experience for specific systems; Ability to train or provide support to others

Functional Responsibility: Perform various tests, troubleshoots, and repairs various systems; Provide technical guidance, training, and supervision

Technician

Education and Minimum/General Experience: Minimum of 6 years combination of education and experience; Hands on experience for specific systems

Functional Responsibility: Perform various tests, troubleshoots, and repairs various systems

Jr. Technician

Education and Minimum/General Experience: Minimum of 2 years combination of education and experience; Basic understanding of testing, troubleshooting, and repair techniques

Functional Responsibility: Assist in performing tests, troubleshooting, and repairs

Sr. Technical Writer

Education and Minimum/General Experience: Minimum of 8 years combination of education and experience; Knowledge of basic writing principles; Ability to write concise, clear paragraphs and organize technical documents

Functional Responsibility: Develop various technical documents and reports

Technical Writer

Education and Minimum/General Experience: Minimum of 4 years combination of education and experience; Knowledge of basic writing principles

Functional Responsibility: Collect and organize information for technical reports and manuals; Edit specifications, manuals, and reports

Jr. Technical Writer

Education and Minimum/General Experience: Minimum of 2 years combination of education and experience; Knowledge of basic writing principles

Functional Responsibility: Collect and organize information for technical reports and manuals; Edit specifications, manuals, and reports

Documentation Specialist

Education and Minimum/General Experience: Minimum 2 years combination of college level education and experience in composing and producing technical documentation

Functional Responsibility: Compose and finalize technical documentation received from technical personnel

Support Specialist III

Education and Minimum/General Experience: 5 years of office experience; Intermediate level knowledge of Microsoft Office

Functional Responsibility: Prepares and assembles reports; Develops and maintains various databases; Prepares and distributes correspondence to assigned projects

Support Specialist II

Education and Minimum/General Experience: 3 years of office experience; Intermediate level knowledge of Microsoft Office

Functional Responsibility: Prepares and assembles reports; Develops and maintains various databases; Prepares and distributes correspondence to assigned projects

Support Specialist I

Education and Minimum/General Experience: 1 year of office experience; Intermediate level knowledge of Microsoft Office

Functional Responsibility: Prepares and assembles reports; Develops and maintains various databases; Prepares and distributes correspondence to assigned projects

Subject Matter Expert IV

Education and Minimum/General Experience: Bachelors/Associates degree/completion of military or trade school technical training plus 20 years experience **OR** 25 years experience; Expert knowledge of the specific discipline plus demonstrated working knowledge of other related disciplines; Ability to use a wide application of principles, theories, concepts, and techniques

Functional Responsibility: Provide imaginative, thorough, and practical solutions to a wide range of difficult problems; Plan, schedule, and coordinate all phases of projects; Work closely with customers

Subject Matter Expert III

Education and Minimum/General Experience: Bachelors/Associates degree/completion of military or trade school technical training plus 15 years experience **OR** 20 years experience; Detailed knowledge of the specific discipline plus demonstrated working knowledge of other related disciplines; Ability to use a wide application of principles, theories, concepts, and techniques

Functional Responsibility: Provide solutions to a variety of complex problems by applying standard principles; Plan, schedule, and coordinate all phases of projects; Work closely with customers

Subject Matter Expert II

Education and Minimum/General Experience: Bachelors/Associates degree/completion of military or trade school technical training plus 10 years experience **OR** 15 years experience; Detailed knowledge of the specific discipline plus demonstrated working knowledge of other related disciplines; Ability to use a wide application of principles, theories, concepts, and techniques

Functional Responsibility: Provide solutions to a variety of complex problems by applying standard principles; Plan, schedule, and coordinate all phases of projects; Work closely with customers

Subject Matter Expert I

Education and Minimum/General Experience: Bachelors/Associates degree/completion of military or trade school technical training plus 5 years experience **OR** 10 years experience; Detailed knowledge of the specific discipline plus demonstrated working knowledge of other related disciplines; Ability to use a wide application of principles, theories, concepts, and techniques

Functional Responsibility: Provide solutions to a variety of complex problems by applying standard principles; Plan, schedule, and coordinate all phases of projects; Work closely with customers

Sr. Field Engineer

Education and Minimum/General Experience: Technical school and 20 years experience **OR** 23 years experience in the installation, integration and testing of electronic systems/subsystems; Skilled in equipment troubleshooting and system fault identification

Functional Responsibility: Apply sound technical knowledge and experience to project installation requirements; Act as lead on installation and integration teams; Provide input for development of installation planning documentation; Conduct new equipment installation on-the-job training

Field Engineer

Education and Minimum/General Experience: Technical school and 15 years experience **OR** 18 years experience in the installation, integration and testing of electronic systems/subsystems; Skilled in equipment troubleshooting and system fault identification

Functional Responsibility: Apply sound technical knowledge and experience to project installation requirements; Participate as member of installation and integration teams; Provide input for development of installation planning documentation

Jr. Field Engineer

Education and Minimum/General Experience: Technical school and 10 years experience **OR** 13 years experience in the installation, integration and testing of electronic systems/subsystems; Capable of equipment troubleshooting and system fault identification

Functional Responsibility: Apply sound technical knowledge and experience to project installation requirements; Participate as member of installation and integration teams; Provide input for development of installation planning documentation

Software Engineer III

Education and Minimum/General Experience: BS in Computer Science or related field and 5 years experience in software design engineering **OR** 9 years software design engineering experience

Functional Responsibility: Designs, develops and analyzes complicated and difficult software programs for computer based systems. Performs systems modeling, simulation and analysis. Collaborates with hardware design personnel on machine characteristics that affect software systems and works with them to resolve incompatibilities. Provides inputs for documentation of new or existing programs

Software Engineer II

Education and Minimum/General Experience: BS in Computer Science or related field and 2 years experience in software design engineering **OR** 6 years software design engineering experience

Functional Responsibility: Designs, develops, troubleshoots and analyzes software programs for computer based systems. Performs systems modeling, simulation and analysis. Designs and develops compilers, assemblers, utility programs and operating systems. Provides inputs for documentation of new or existing programs

Software Engineer I

Education and Minimum/General Experience: BS in Computer Science or related field **OR** 4 years software design engineering experience

Functional Responsibility: Assists in the Design, development, troubleshooting and analysis of software programs for computer based systems. May perform systems modeling, simulation and analysis. Designs and develops basic compilers, assemblers, utility programs and operating systems. Provides inputs for documentation of new or existing programs

Network Systems Engineer IV

Education and Minimum/General Experience: BS in Computer Science or related field and 8 years experience in network systems engineering **OR** 12 years network systems engineering experience

Functional Responsibility: Analyzes complex local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges and other devices. Resolves difficult interoperability problems to obtain operation across all platforms including e-mail, files transfer, multimedia, teleconferencing and the like. Configures systems to user environments. Supports acquisition of hardware and software

Network Systems Engineer III

Education and Minimum/General Experience: BS in Computer Science or related field and 5 years experience in network systems engineering **OR** 9 years network systems engineering experience

Functional Responsibility: Analyzes local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges and other devices. Resolves interoperability problems to obtain operation across all platforms including e-mail, files transfer, multimedia, teleconferencing and the like. Configures systems to user environments. Supports acquisition of hardware and software

Network Systems Engineer II

Education and Minimum/General Experience: BS in Computer Science or related field and 2 years experience in network systems engineering **OR** 6 years network systems engineering experience

Functional Responsibility: Analyzes local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges and other devices. Resolves interoperability problems to obtain operation across all platforms including e-mail, files transfer, multimedia, teleconferencing and the like. Configures systems to user environments. Supports acquisition of hardware and software

Network Systems Engineer I

Education and Minimum/General Experience: BS in Computer Science or related field **OR** 4 years network systems engineering experience

Functional Responsibility: Assists in the analysis of local and wide area network systems, including planning, designing, evaluating, selecting operating systems and protocol suites and configuring communication media with concentrators, bridges and other devices. Assists with resolving interoperability problems to obtain operation across all platforms including e-mail, files transfer, multimedia, teleconferencing and the like. Configures systems to user environments. Supports acquisition of hardware and software

Software Quality Assurance Engineer III

Education and Minimum/General Experience: BS in Computer Science or related field and 5 years experience in government software development, quality assurance and testing **OR** 9 years of government software development, quality assurance and testing experience

Functional Responsibility: Responsible for the implementation of a software quality assurance program in support of software products and services. Establishes software quality standards for life cycle, documentation, development methods, testing and maintenance. Specifies functional and non-functional software requirements. Establishes quantitative measures and techniques for measuring software quality. Establishes software test standards and methods and conducts software tests. Reviews and evaluates software products and services for adherence to government directives, standards and guidelines concerning software quality assurance

Software Quality Assurance Engineer II

Education and Minimum/General Experience: BS in Computer Science or related field and 2 years experience in government software development, quality assurance and testing **OR** 6 years of government software development, quality assurance and testing experience

Functional Responsibility: Responsible for the implementation of a software quality assurance program in support of software products and services. Participates in establishing software quality standards for life cycle, documentation, development methods, testing and maintenance. Specifies functional and non-functional software requirements. Assists in establishing quantitative measures and techniques for measuring software quality. Establishes software test standards and methods and conducts software tests. Reviews and evaluates software products and services for adherence to government directives, standards and guidelines concerning software quality assurance

Software Quality Assurance Engineer I

Education and Minimum/General Experience: BS in Computer Science or related field **OR** 4 years of government software development, quality assurance and testing experience

Functional Responsibility: Assists with the implementation of a software quality assurance program in support of software products and services. Participates in establishing software quality standards for life cycle, documentation, development methods, testing and maintenance. Specifies functional and non-functional software requirements. Assists in establishing quantitative measures and techniques for measuring software quality. Assists in establishing software test standards and methods and conducts software tests. Reviews and evaluates software products and services for adherence to government directives, standards and guidelines concerning software quality assurance

Communications Specialist

Education and Minimum/General Experience: Associates and 15 years communications experience **OR** 20 years communications experience; Working knowledge of how to prepare design plans and supporting documentation, prepare test plans and procedures, and the test and evaluation of communications equipment and systems

Functional Responsibility: Evaluate, analyze, develop, or improve communications systems, procedures, and requirements that demonstrates current developments and/or trends in communications concepts and technology

Quality Control Specialist

Education and Minimum/General Experience: BA/BS and 5 years experience **OR** 10 years experience in quality assurance/quality control programs; Familiar with the concepts and working principles of electronic systems, components, test equipment, and test procedures

Functional Responsibility: Insure that system, component, and/or software are properly assembled and operated; Direct and coordinate quality assurance/quality control program; Develop and maintain implementation plans and documentation

Configuration Manager

Education and Minimum/General Experience: BA/BS and 7 years experience in configuration planning, management and control of systems/equipments **OR** 10 years experience in configuration planning, management and control of systems/equipment

Functional Responsibility: Develop, maintain and update configuration management plans and/or instructions for programs, systems, software or equipment; Generate and/or track documents; Participate in meetings; Conduct, monitor, and/or document functional and/or physical configuration audits

Database Design Engineer/Administrator III

Education and Minimum/General Experience: BS in Computer Science of related field and 5 years experience in database design and implementation **OR** 9 years experience database design experience

Functional Responsibility: Designs, develops and implements database applications to accommodate a variety of user needs. Analyzes and determines informational needs and elements, data relationships and attributes, proposed manipulation, data flow and storage requirements and data output and reporting capabilities. Defines logical attributes and inter-relationships and designs data structures to accommodate database production, storage, maintenance and accessibility. Tests design applications utilizing database management software or general programming software. Installs, implements and supports systems within the user base. Performs database maintenance.

Database Design Engineer/Administrator II

Education and Minimum/General Experience: BS in Computer Science of related field and 2 years experience in database design and implementation **OR** 6 years experience database design experience

Functional Responsibility: Designs, develops and implements database applications to accommodate a variety of user needs. Analyzes and determines informational needs and elements, data relationships and attributes, proposed manipulation, data flow and storage requirements and data output and reporting capabilities. Defines logical attributes and inter-relationships and designs data structures to accommodate database production, storage, maintenance and accessibility. Tests design applications utilizing database management software or general programming software. Installs, implements and supports systems within the user base. Performs system level database maintenance

Database Design Engineer/Administrator I

Education and Minimum/General Experience: BS in Computer Science of related field **OR** 4 years experience database design experience

Functional Responsibility: Assists with the implementation of database applications to accommodate a variety of user needs. Assists with the analysis of informational needs and elements, data relationships and attributes, proposed manipulation, data flow and storage requirements and data output and reporting capabilities. Assists with defining logical attributes and inter-relationships and assists with designing data structures to accommodate database production, storage, maintenance and accessibility. Assists in the testing of standard design applications utilizing database management software or general programming software. Assists with the installation, implementation and support of systems within the user base. Performs routine system level database maintenance.

Scientific Programmer/Analyst III

Education and Minimum/General Experience: BS in Computer Science or related field and 5 years experience in scientific programming **OR** 9 years scientific programming experience

Functional Responsibility: Plans, conducts, and coordinates the development of complex and/or diverse scientific computer programs, associated documentation, block diagrams and logic flow charts. Provides technical advice and consultation on difficult scientific programming applications. Conceptualizes, develops and implements complex scientific program designs. Participates in developing scientific programming and documentation standards. Coordinates with computer operations staff to resolve program malfunctions encountered in operational runs. Corrects program errors by reviewing instructions or altering sequence of operations. Defines test schedules and test data requirements to verify logic of new or modified programs. Analyzes and improves existing programs

Scientific Programmer/Analyst II

Education and Minimum/General Experience: BS in Computer Science or related field and 2 years experience in scientific programming **OR** 6 years scientific programming experience

Functional Responsibility: Prepares a wide variety of computer programs, associated documentation, block diagrams and logic flow charts applied to technical, scientific of engineering problems. Conducts detailed analysis of defined system specifications. Converts symbolic states of work processes to detailed, logical work flow charts and coding into program language. Designs detailed programs and diagrams indicating mathematical computations, sequence of data and print solutions. Verifies accuracy and completeness of programs by preparing sample test data, conducting program tests, analyzing test results and debugging programs errors.

Scientific Programmer/Analyst I

Education and Minimum/General Experience: Requires basic knowledge of scientific computer programming techniques including principles of flow charting and block diagramming as acquired through specialized data processing curriculum at a college or technical school **OR** equivalent experience

Functional Responsibility: Assists in preparing routine computer programs, sub-routines, associated documentation, block diagrams and logic flow charts applied to technical, scientific or engineering problems. Translates design specifications into computer programming instructions, prepares system test data and conducts tests to check and prove accuracy and results of programs. Debugs routine programs, design and applies standard logic for individual scientific programs and writes programming instructions in a high level language

Web Designer/Administrator III

Education and Minimum/General Experience: BS and 5 years experience in design **OR** 9 years experience in design; Extensive knowledge of Internet/Intranet, WWW, FTP, HTML, and standard graphics

Functional Responsibility: Designs, builds, deploys, and maintains web pages; Leads the web design group's efforts to specify, improve, and implement the look, feel, and function of online projects. Interfaces with customers

Web Designer/Administrator II

Education and Minimum/General Experience: BS and 2 years experience in design **OR** 6 years experience in design; Knowledge of Internet/Intranet, WWW, FTP, HTML, and standard graphics

Functional Responsibility: Designs, builds, deploys, and maintains web pages; Contributes to the web design group's efforts to specify, improve, and implement the look, feel, and function of online projects. Interfaces with customers

Web Designer/Administrator I

Education and Minimum/General Experience: BS in fine arts or graphic design **OR** 4 years experience in design; Knowledge of Internet/Intranet, WWW, FTP, HTML, and standard graphics

Functional Responsibility: Designs, builds, deploys, and maintains web pages; Contributes to the web design group's efforts to specify, improve, and implement the look, feel, and function of online projects. Interfaces with customers

Electronic Technician III

Education and Minimum/General Experience: Minimum of 8 years combination of education and experience; Thorough knowledge of the principles, methods, and techniques used in the fabrication of electronic components; Thorough knowledge of the associated equipment and systems; Ability to serve as a team leader

Functional Responsibility: Perform highly complex technical tasks to assist engineers with electronic systems; Serve as a team leader

Electronic Technician II

Education and Minimum/General Experience: Minimum of 5 years combination of education and experience; Knowledge of the principles, methods, and techniques used in the fabrication of electronic components; Knowledge of the associated equipment and systems

Functional Responsibility: Performs a variety of moderately complex technical tasks to assist engineers with electronic systems; Works under general supervision

Electronic Technician I

Education and Minimum/General Experience: Minimum of 2 years combination of education and experience; Basic knowledge of the principles, methods, and techniques used in the fabrication of electronic components; Basic knowledge of the associated equipment and systems

Functional Responsibility: Performs a variety of moderately complex technical tasks to assist engineers with electronic systems

Warehouse Specialist

Education and Minimum/General Experience: Military supply training or high school plus 4 years supply/warehouse experience

Functional Responsibility: Verify material/merchandise against receiving document and report discrepancies and damages; Route material to prescribed storage locations; Store, stack or palletize materials in accordance with prescribed storage methods; Inventory stored materials; Examine stored material and report deterioration/damage; Prepare material for shipment

Stock Clerk

Education and Minimum/General Experience: Military supply training or high school plus 4 years supply/warehouse experience

Functional Responsibility: Receive, store, and issue equipment, material, supplies, merchandise, foodstuff, or tools and compile stock records of items in stockroom, warehouse, or storage yard; Verify receipt of items on requisition or invoice; Prepare reports on inventory of stock

Shipping/Receiving Clerk

Education and Minimum/General Experience: Military supply training or high school plus 4 years supply/warehouse experience

Functional Responsibility: Perform clerical and physical tasks in connection with shipping and receiving goods

Labor Category Rates

LABOR CATEGORY - ESN Site	Year 11 12/5/2011 12/4/2012	Year 12 12/5/2012 12/4/2013	Year 13 12/5/2013 12/4/2014	Year 14 12/5/2014 12/4/2015	Year 15 12/5/2015 12/4/2016
Program Manager II	$159.16	$163.93	$168.85	$173.91	$179.13
Program Manager I	$142.72	$147.00	$151.41	$155.95	$160.63
Project Manager	$127.88	$131.72	$135.67	$139.74	$143.94
Senior Principal Engineer	$154.24	$158.87	$163.64	$168.54	$173.60
Principal Engineer	$136.40	$140.49	$144.71	$149.05	$153.52
Senior Engineer	$109.62	$112.91	$116.30	$119.79	$123.38
Engineer	$97.93	$100.87	$103.90	$107.01	$110.22
Associate Engineer	$81.21	$83.64	$86.15	$88.74	$91.40
Senior Principal Information Engineer	$184.34	$189.87	$195.57	$201.43	$207.48
Principal Information Engineer	$136.40	$140.49	$144.71	$149.05	$153.52
Senior Information Engineer	$121.78	$125.43	$129.19	$133.07	$137.06
Information Engineer	$106.80	$110.00	$113.30	$116.70	$120.21
Junior Information Engineer	$73.09	$75.28	$77.54	$79.87	$82.26
Senior Communications Engineer	$129.12	$132.99	$136.98	$141.09	$145.33
Communications Engineer	$106.80	$110.00	$113.30	$116.70	$120.21
Junior Communications Engineer	$89.34	$92.02	$94.78	$97.63	$100.56
Senior Logistician	$98.18	$101.12	$104.16	$107.28	$110.50
Logistician	$85.74	$88.31	$90.96	$93.69	$96.50
Junior Logistician	$77.71	$80.04	$82.45	$84.92	$87.47
Configuration Management Spec	$89.34	$92.02	$94.78	$97.63	$100.56
Communications Network Manager	$118.55	$122.11	$125.77	$129.55	$133.43
Senior Computer Network Specialist	$112.26	$115.63	$119.10	$122.67	$126.35
Computer Network Specialist	$97.49	$100.41	$103.43	$106.53	$109.73
LAN Support Technician III	$82.41	$84.88	$87.43	$90.05	$92.75
LAN Support Technician II	$46.73	$48.13	$49.58	$51.06	$52.60
LAN Support Technician I	$62.69	$64.57	$66.50	$68.50	$70.55
Senior Computer Programmer	$112.64	$116.02	$119.50	$123.09	$126.78
Computer Programmer	$96.74	$99.64	$102.63	$105.71	$108.88
Junior Computer Programmer	$79.51	$81.89	$84.35	$86.88	$89.48
Principal Analyst	$119.12	$122.69	$126.37	$130.17	$134.07
Senior Program Analyst	$99.86	$102.85	$105.94	$109.12	$112.39
Program Analyst	$82.63	$85.11	$87.66	$90.29	$93.00
Junior Program Analyst	$65.39	$67.36	$69.38	$71.46	$73.60
Senior Systems Analyst	$93.15	$95.95	$98.83	$101.79	$104.84
Systems Analyst	$77.99	$80.33	$82.74	$85.22	$87.78
Junior Systems Analyst	$73.09	$75.28	$77.54	$79.87	$82.26
Senior Training Specialist/Instructor	$103.22	$106.31	$109.50	$112.79	$116.17
Training Specialist/Instructor	$90.23	$92.93	$95.72	$98.59	$101.55
Senior CAD Specialist	$64.91	$66.86	$68.86	$70.93	$73.06
CAD Specialist	$60.20	$62.01	$63.87	$65.79	$67.76
Junior CAD Specialist	$51.94	$53.50	$55.11	$56.76	$58.46
Graphics Specialist	$51.94	$53.50	$55.11	$56.76	$58.46
Senior Technician	$94.14	$96.97	$99.88	$102.87	$105.96
Technician	$73.09	$75.28	$77.54	$79.87	$82.26
Junior Technician	$56.86	$58.56	$60.32	$62.13	$63.99

LABOR CATEGORY - ESN Site	Year 11 12/5/2011 12/4/2012	Year 12 12/5/2012 12/4/2013	Year 13 12/5/2013 12/4/2014	Year 14 12/5/2014 12/4/2015	Year 15 12/5/2015 12/4/2016
Senior Technical Writer	$77.96	$80.30	$82.71	$85.19	$87.75
Technical Writer	$56.86	$58.56	$60.32	$62.13	$63.99
Junior Technical Writer	$47.11	$48.53	$49.98	$51.48	$53.03
Documentation Specialist	$44.61	$45.95	$47.33	$48.75	$50.21
Support Specialist III	$62.81	$64.69	$66.63	$68.63	$70.69
Support Specialist II	$56.86	$58.56	$60.32	$62.13	$63.99
Support Specialist I	$45.47	$46.84	$48.24	$49.69	$51.18
Subject Matter Expert IV	$436.82	$449.93	$463.43	$477.33	$491.65
Subject Matter Expert III	$326.04	$335.82	$345.89	$356.27	$366.96
Subject Matter Expert II	$278.04	$286.38	$294.97	$303.82	$312.93
Subject Matter Expert I	$193.10	$198.90	$204.86	$211.01	$217.34
Senior Field Engineer	$133.35	$137.35	$141.48	$145.72	$150.09
Field Engineer	$110.31	$113.62	$117.03	$120.54	$124.16
Junior Field Engineer	$94.27	$97.09	$100.01	$103.01	$106.10
Software Engineer III	$120.38	$123.99	$127.71	$131.54	$135.48
Software Engineer II	$103.15	$106.25	$109.44	$112.72	$116.10
Software Engineer I	$81.95	$84.41	$86.94	$89.55	$92.23
Network Systems Engineer IV	$135.08	$139.14	$143.31	$147.61	$152.04
Network Systems Engineer III	$109.90	$113.20	$116.59	$120.09	$123.69
Network Systems Engineer II	$93.96	$96.78	$99.68	$102.67	$105.75
Network Systems Engineer I	$78.32	$80.67	$83.09	$85.58	$88.15
Software Quality Assurance Engineer III	$116.32	$119.81	$123.40	$127.10	$130.92
Software Quality Assurance Engineer II	$98.66	$101.62	$104.67	$107.81	$111.05
Software Quality Assurance Engineer I	$80.47	$82.89	$85.37	$87.94	$90.57
Communications Specialist	$126.37	$130.16	$134.07	$138.09	$142.23
Quality Control Specialist	$114.36	$117.79	$121.33	$124.97	$128.71
Configuration Manager	$132.15	$136.11	$140.20	$144.40	$148.73
Database Design Engineer/Administrator III	$114.47	$117.91	$121.45	$125.09	$128.84
Database Design Engineer/Administrator II	$94.66	$97.50	$100.42	$103.43	$106.54
Database Design Engineer/Administrator I	$84.91	$87.46	$90.08	$92.79	$95.57
Scientific Programmer/Analyst III	$100.95	$103.98	$107.10	$110.31	$113.62
Scientific Programmer/Analyst II	$85.90	$88.48	$91.13	$93.87	$96.68
Scientific Programmer/Analyst I	$68.08	$70.13	$72.23	$74.40	$76.63
Web Designer/Administrator III	$113.89	$117.30	$120.82	$124.45	$128.18
Web Designer/Administrator II	$90.65	$93.37	$96.17	$99.06	$102.03
Web Designer/Administrator I	$82.13	$84.60	$87.13	$89.75	$92.44
Electronic Technician III	$74.12	$76.34	$78.63	$80.99	$83.42
Electronic Technician II	$66.05	$68.04	$70.08	$72.18	$74.34
Electronic Technician I	$56.57	$58.26	$60.01	$61.81	$63.67
Warehouse Specialist	$34.59	$35.63	$36.69	$37.79	$38.93
Stock Clerk	$28.50	$29.36	$30.24	$31.14	$32.08
Shipping/Receiving Clerk	$36.47	$37.57	$38.69	$39.85	$41.05

LABOR CATEGORY - Government Site	Year 11 12/5/2011 12/4/2012	Year 12 12/5/2012 12/4/2013	Year 13 12/5/2013 12/4/2014	Year 14 12/5/2014 12/4/2015	Year 15 12/5/2015 12/4/2016
Program Manager II	$128.51	$132.37	$136.34	$140.43	$144.64
Program Manager I	$115.22	$118.67	$122.23	$125.90	$129.68
Project Manager	$103.26	$106.36	$109.55	$112.83	$116.22
Senior Principal Engineer	$124.56	$128.29	$132.14	$136.11	$140.19
Principal Engineer	$110.13	$113.43	$116.83	$120.34	$123.95
Senior Engineer	$89.02	$91.69	$94.44	$97.28	$100.20
Engineer	$79.52	$81.90	$84.36	$86.89	$89.50
Associate Engineer	$65.56	$67.53	$69.55	$71.64	$73.79
Senior Principal Information Engineer	$149.37	$153.85	$158.47	$163.22	$168.12
Principal Information Engineer	$110.13	$113.43	$116.83	$120.34	$123.95
Senior Information Engineer	$98.33	$101.28	$104.32	$107.45	$110.68
Information Engineer	$86.54	$89.14	$91.81	$94.57	$97.40
Junior Information Engineer	$59.02	$60.79	$62.61	$64.49	$66.43
Senior Communications Engineer	$104.64	$107.78	$111.01	$114.34	$117.77
Communications Engineer	$86.54	$89.14	$91.81	$94.57	$97.40
Junior Communications Engineer	$72.14	$74.31	$76.53	$78.83	$81.20
Senior Logistician	$79.26	$81.64	$84.09	$86.61	$89.21
Logistician	$69.24	$71.31	$73.45	$75.66	$77.93
Junior Logistician	$62.97	$64.86	$66.81	$68.81	$70.88
Configuration Management Spec	$72.14	$74.31	$76.53	$78.83	$81.20
Communications Network Manager	$95.73	$98.60	$101.56	$104.60	$107.74
Senior Computer Network Specialist	$90.64	$93.36	$96.16	$99.04	$102.02
Computer Network Specialist	$78.99	$81.36	$83.80	$86.32	$88.90
LAN Support Technician III	$66.76	$68.77	$70.83	$72.96	$75.14
LAN Support Technician II	$62.91	$64.80	$66.74	$68.75	$70.81
LAN Support Technician I	$50.81	$52.33	$53.90	$55.52	$57.19
Senior Computer Programmer	$91.48	$94.23	$97.06	$99.97	$102.97
Computer Programmer	$78.57	$80.93	$83.35	$85.85	$88.43
Junior Computer Programmer	$64.57	$66.51	$68.50	$70.56	$72.67
Principal Analyst	$96.53	$99.43	$102.41	$105.48	$108.65
Senior Program Analyst	$80.92	$83.34	$85.84	$88.42	$91.07
Program Analyst	$66.98	$68.99	$71.06	$73.19	$75.39
Junior Program Analyst	$53.11	$54.70	$56.34	$58.03	$59.77
Senior Systems Analyst	$75.65	$77.92	$80.26	$82.67	$85.15
Systems Analyst	$63.33	$65.23	$67.19	$69.21	$71.28
Junior Systems Analyst	$59.02	$60.79	$62.61	$64.49	$66.43
Senior Training Specialist/Instructor	$83.65	$86.16	$88.74	$91.40	$94.14
Training Specialist/Instructor	$73.12	$75.31	$77.57	$79.90	$82.30
Senior CAD Specialist	$52.42	$53.99	$55.61	$57.28	$59.00
CAD Specialist	$48.79	$50.25	$51.76	$53.32	$54.91
Junior CAD Specialist	$41.94	$43.20	$44.50	$45.83	$47.21
Graphics Specialist	$41.94	$43.20	$44.50	$45.83	$47.21
Senior Technician	$76.00	$78.28	$80.63	$83.05	$85.54
Technician	$59.02	$60.79	$62.61	$64.49	$66.43
Junior Technician	$45.92	$47.29	$48.71	$50.18	$51.68

LABOR CATEGORY - Government Site	Year 11 12/5/2011 12/4/2012	Year 12 12/5/2012 12/4/2013	Year 13 12/5/2013 12/4/2014	Year 14 12/5/2014 12/4/2015	Year 15 12/5/2015 12/4/2016
Senior Technical Writer	$62.95	$64.84	$66.79	$68.79	$70.85
Technical Writer	$45.92	$47.29	$48.71	$50.18	$51.68
Junior Technical Writer	$38.04	$39.18	$40.35	$41.57	$42.81
Documentation Specialist	$36.23	$37.31	$38.43	$39.58	$40.77
Support Specialist III	$50.89	$52.42	$53.99	$55.61	$57.28
Support Specialist II	$45.92	$47.29	$48.71	$50.18	$51.68
Support Specialist I	$36.71	$37.81	$38.94	$40.11	$41.32
Subject Matter Expert IV	$353.98	$364.60	$375.54	$386.80	$398.41
Subject Matter Expert III	$264.21	$272.13	$280.30	$288.70	$297.37
Subject Matter Expert II	$225.31	$232.07	$239.03	$246.21	$253.59
Subject Matter Expert I	$156.50	$161.19	$166.03	$171.01	$176.14
Senior Field Engineer	$108.06	$111.30	$114.64	$118.08	$121.62
Field Engineer	$89.38	$92.06	$94.83	$97.67	$100.60
Junior Field Engineer	$76.40	$78.69	$81.05	$83.48	$85.98
Software Engineer III	$97.53	$100.46	$103.47	$106.57	$109.77
Software Engineer II	$83.62	$86.12	$88.71	$91.37	$94.11
Software Engineer I	$66.39	$68.39	$70.44	$72.55	$74.73
Network Systems Engineer IV	$109.48	$112.76	$116.15	$119.63	$123.22
Network Systems Engineer III	$89.04	$91.71	$94.47	$97.30	$100.22
Network Systems Engineer II	$76.13	$78.41	$80.76	$83.19	$85.68
Network Systems Engineer I	$63.47	$65.37	$67.33	$69.35	$71.43
Software Quality Assurance Engineer III	$94.28	$97.10	$100.02	$103.02	$106.11
Software Quality Assurance Engineer II	$79.95	$82.35	$84.82	$87.36	$89.98
Software Quality Assurance Engineer I	$65.20	$67.15	$69.17	$71.24	$73.38
Communications Specialist	$102.40	$105.47	$108.64	$111.90	$115.26
Quality Control Specialist	$92.67	$95.45	$98.31	$101.26	$104.30
Configuration Manager	$107.09	$110.30	$113.61	$117.02	$120.53
Database Design Engineer/Administrator III	$92.76	$95.54	$98.41	$101.36	$104.40
Database Design Engineer/Administrator II	$76.71	$79.02	$81.39	$83.83	$86.34
Database Design Engineer/Administrator I	$68.80	$70.87	$72.99	$75.18	$77.44
Scientific Programmer/Analyst III	$81.80	$84.26	$86.78	$89.39	$92.07
Scientific Programmer/Analyst II	$69.63	$71.72	$73.87	$76.08	$78.37
Scientific Programmer/Analyst I	$55.16	$56.81	$58.52	$60.27	$62.08
Web Designer/Administrator III	$92.29	$95.06	$97.91	$100.85	$103.87
Web Designer/Administrator II	$73.46	$75.66	$77.93	$80.27	$82.68
Web Designer/Administrator I	$66.55	$68.54	$70.60	$72.72	$74.90
Electronic Technician III	$60.06	$61.86	$63.72	$65.63	$67.60
Electronic Technician II	$53.51	$55.11	$56.77	$58.47	$60.22
Electronic Technician I	$45.84	$47.21	$48.63	$50.09	$51.59
Warehouse Specialist	$28.03	$28.87	$29.73	$30.63	$31.54
Stock Clerk	$23.10	$23.80	$24.51	$25.25	$26.00
Shipping/Receiving Clerk	$29.57	$30.46	$31.37	$32.31	$33.28